

Factors Influencing Employee Engagement on Employee Performance

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ABSTRACT

Employee engagement is the level of responsibility and participation that employee has in their organization. Work engagement refers to the characteristics that enable a person to work with passion, energy, fixation, and devotedness, commit themselves to work, and attain their maximum potential. The study examines the strong relationship between employee and employer in the organization. To test the level of employee engagement at company. The study tested the influence between employee work experience and Relationship between Employee and Employer as well as the engagement level. The findings of the two-tailed Pearson correlation test indicate a positive correlation.

KEYWORDS: Employee engagement, Performance, Employee, Potential, Employer.

INTRODUCTION

In India, The Employees are considered to be engaged when they demonstrate a positive attitude towards the organization and are committed to maintaining their loyalty to the organization. Engaged employees are not just committed they are not just passionate and proud they have line of vision on their own future and organization's mission and goal. They are feeling eagerness and gear using their talent and effort to make open to choose to chase for sustainable business success. It is the modern version of the performance and job satisfaction which the employee's future of the company and are willing to invest the discretionary effort. Work engagement is referring as those mark that enable a person to cooperate passion, energy, fixate and devotedness, commit their maximum potential by applying themselves to perform their task.

According to the research depicts, employee engagement is a relationship between the person and the firm; an engaged employee is one who is completely invested in and passionate about their profession, and thus takes constructive action to advance the organization's reputation and aims. Employee engagement is based on notions such as organizational citizenship, employee dedication, and job satisfaction (Anjum Tanwar, 2017).

According to the research findings, creating Employee Engagement is a complex endeavour that cannot be accomplished simply by implementing effective training programs. Instead, firms can boost engagement by

encouraging forward-thinking, increasing employee decision-making abilities, and nurturing commitment. Employee involvement results in fewer turnover intentions and an increase in innovative work-related behaviour. The study also focuses on creating a sustainable environment for employees in order to keep them motivated at work (Dr. K. Kalpana, 2018).

The study shows to see if there is a link between core-self-evaluation and employee engagement. The findings revealed a favourable relationship between core-self-evaluation and employee engagement, lending credence to the hypothesis that core-self-evaluation can predict employee engagement (Richard James, 2011).

OBJECTIVES:

1. To recognize factors influencing various levels of employee engagement at company.
2. To determine effectiveness of strong relationship between employee and employer in the organization.

HYPOTHESIS OF THE STUDY:

1. **H₀:** Employee designation do not have a significant relationship difference between Level of employee engagement.
H₁: Employee designation do have a significant relationship difference between Level of employee engagement.
2. **H₀:** Employee work experience do not influence Relationship between Employee and Employer.
H₁: Employee work experience do influence Relationship between Employee and Employer.

METHODOLOGY OF THE STUDY:

This study is completely Descriptive research, the extent of the present study applicable to all the employees working in the organization at the middle level and operational management level. The study was developed to check areas were employee engagement interference, smart workers at workplace, retention of the intellectuals in the organization. The present study was developed to check the effectiveness of employee engagement, performance and reduce the termination of the employees due to the less dedication or engage and unskilled. The analysis for the study employed both primary and secondary data sources. Primary data on survey questioner through structured and posted open ended questions to employee, secondary information gathered from the research Articles and Journals of Anjum Tanwar, Dr. K. Kalpana, Richard James. The population size of the study, from Adarsha Controls system had taken 165 employees from the Staffs and Employees. The present study adopts census sampling method. The study involves Staffs and Employees.

ANALYSIS AND INTERPRETATION:

1. H_0 : Employee designation do not have a significant relationship difference between Level of employee engagement.
- H_1 : Employee designation do have a significant relationship difference between Level of employee engagement.

Correlations

		Designation	Level of Employee Engagement: Working at any committee	Involvement in solving team issues	Employee issue	Develop Creative issue	Solutions to problems
Designation	Pearson Correlation	1	.040	.268**	.182*	-.152	.077
	Sig. (2-tailed)		.607	.001	.019	.052	.327
	N	165	165	165	165	165	165
Level of Employee Engagement: Working at any committee	Pearson Correlation	.040	1	.162*	.083	.205**	-.119
	Sig. (2-tailed)	.607		.038	.289	.008	.129
	N	165	165	165	165	165	165
Involvement in solving team issues	Pearson Correlation	.268**	.162*	1	.306**	.188*	.175*
	Sig. (2-tailed)	.001	.038		.000	.016	.025
	N	165	165	165	165	165	165
Employee issue	Pearson Correlation	.182*	.083	.306**	1	-.048	.169*
	Sig. (2-tailed)	.019	.289	.000		.543	.030
	N	165	165	165	165	165	165
Develop Creative issue	Pearson Correlation	-.152	.205**	.188*	-.048	1	.204**
	Sig. (2-tailed)	.052	.008	.016	.543		.009
	N	165	165	165	165	165	165
Solutions to problems	Pearson Correlation	.077	-.119	.175*	.169*	.204**	1
	Sig. (2-tailed)	.327	.129	.025	.030	.009	
	N	165	165	165	165	165	165

Source: Primary data

Interpretation:

From the above output from SPSS, the study tested the relationship between employee department and level of employee engagement it shows that the p-value for involvement in solving team issues is $0.01 < 0.05$ and employee issue is $0.19 < 0.05$. Hence the alternative hypothesis which states that Employee designation does not have a significant relationship difference between the level of employee engagement is accepted and the null hypothesis is rejected. Similarly, it shows that the p-value for working at any committee is $0.607 > 0.05$, developing creative issues is $0.52 > 0.05$, and for solutions to problems is $0.327 > 0.05$. Hence the null hypothesis, which states that employee designation does not have a significant relationship difference between the level of employee engagement is accepted, and the alternative hypothesis is rejected.

2. H_0 : Employee work experience do not influence Relationship between Employee and Employer.

H_1 : Employee work experience do influence Relationship between Employee and Employer.

Regression						
Appreciation and recognition						
		Sum of Squares	df	Mean Square	F	Sig.
Appreciation and recognition	Regression	3.825	1	3.825	3.185	.076
	Residual	195.750	163	1.201		
	Total	199.576	164			
Mutual Respect						
		Sum of Squares	df	Mean Square	F	Sig.
Mutual Respect	Regression	6.798	1	6.798	5.911	.016
	Residual	187.469	163	1.150		
	Total	194.267	164			
Higher engagement rate						
		Sum of Squares	df	Mean Square	F	Sig.
	Regression	11.738	1	11.738	12.892	.003

Higher engagement rate	Residual	148.408	163	.910		
	Total	160.145	164			
Higher retention rate						
		Sum of Squares	df	Mean Square	F	Sig.
Higher retention rate	Regression	4.279	1	4.279	3.615	.059
	Residual	192.957	163	1.184		
	Total	197.236	164			

Source: Primary data

Interpretation:

From the above output from SPSS, the study tested the influence between employee work experience and the relationship between Employee and Employer from the analysis of (Regression) states p-value for Appreciation and recognition is $0.076 > 0.05$ and for higher retention rate it is $0.059 > 0.05$. It concludes that Employee work experience does not influence the relationship between Employee and Employer. Similarly, the study shows that the p-value for mutual respect is $0.016 < 0.05$, and for the higher engagement rate it is $0.003 < 0.05$. It concludes that employee work experience does not influence the relationship between employee and employer.

CONCLUSION:

From the study, it is understood that Employee involvement shows the spirit and commitment that employee's bring to their jobs and it's an important indicator of the firm. Engaged employee's work more efficiently and loyal to the organization, a firm that builds a culture that is open, and transparent enabling employee's to thrive is crucial for retaining employee's. Engagement is a state of emotional and intellectual engagement that motivates employee's to do their best. Reducing employee turnover is most important to a firm. Maintaining an ideal workforce takes a lot of effort and resources from the firm.

The study tested the relationship between employee department and level of employee engagement. The two-tailed Pearson correlation test results suggest a negative correlation. Hence, the null hypothesis is accepted and the alternative hypothesis is rejected. It concludes that there is no significant relationship between the Department and Level of employee engagement. The study tested the influence between employee work experience and Relationship between Employee and Employer. Hence, the alternative hypothesis is accepted and the null hypothesis is rejected. It concludes that Employee work experience do not influence Relationship between Employee and Employer.

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